**MCPS Listening Tours – 2011/12**

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| **Plus** | **Delta** | **What about the future?** |
| * Getting out into the buildings * The composition of the teams (multi-disciplinary) * Principals were sent the agenda telling them in advance what the purpose was. * There was flexibility beyond the guiding questions. * Principals showcased what they are doing. * Asking the question “How can we help you?” * Talking to principals about how we want to collaborate (all depts.) * Energizing – learned new things I never knew. * Building the T&L Team. * Shared responsibility. * Enhanced Cohesiveness as a team. * Changed the dialogue * Eyes were opened especially at Willard and Seeley. | * Add Adult Ed. to future listening tours. * As many as possible should be part of all listening tours. * We need to structure teams to go to all (elementary, middle and high school). * Remind principals of meeting as well as agenda or talking points. * Have someone assigned to record notes at each meeting. * Collect actual data. | * How do we make the follow-up intentional? * Regional structure enhanced. * Be deliberate – honor feedback. * Share at Coordinator’s meeting. * Consider restructure of Coordinator’s meeting. * Debrief with principals? * Notes from meeting to principals and coordinators there. * Make it annual (concentrate on PLCs) * Next steps/action plan * Build T&L Team |